

California Nurse Education Initiative



**Annual Report
2008**

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I. EXECUTIVE SUMMARY

Governor Schwarzenegger's California Nurse Education Initiative, established in 2005, continues to make progress in addressing the nursing shortage. With ongoing funding from the Administration in 2007-08, California nursing programs have continued to expand through regional public-private partnerships. Some of the positive results in the past four academic years include:

- More than 23,500 students are currently enrolled in California nursing programs, which reflects a 68.9% increase in new student enrollments in the past four years.
- 1,240 faculty members joined California nursing schools in the past four years, reflecting a 56% increase in nursing faculty for pre-licensure nursing programs.
- California currently has 131 nursing education programs, an expansion of 23 programs in the past four years.
- 9,580 Registered Nurses (RNs) graduated in 2008, reflecting an increase of over 54% in RN graduates over the past four years. See details below:

Academic Year	RN Graduates	% Increase
2003-04	6,158	-
2004-05	6,677	8.4%
2005-06	7,528	12.7%
2006-07	8,317	10.5%
2007-08	9,580	15.1%

California currently has an estimated 647 RNs per 100,000, with the national average being 825 RNs per 100,000, according to the *Forecasts of Registered Nurse Workforce in California* released in September 2007 by Dr. Joanne Spetz of the Center for California Health Workforce Studies at UCSF. This is an improvement from 2005, when California had 589 RNs per 100,000.

The increased enrollment and graduation rates are a reflection of Governor Schwarzenegger's continuing commitment to nursing education. The Governor included additional funding in the 2008-09 budget for the University of California, California State University, and California Community College nursing programs to continue expansion through successful regional partnerships. In addition, the Governor continues to provide loan forgiveness opportunities for nursing students who wish to serve as nursing faculty.

II. Background: California Nurse Education Initiative

Governor Schwarzenegger launched the California Nurse Education Initiative in April 2005, in response to a critical shortage of Registered Nurses (RNs) in California. When the Initiative was created, California faced a shortage of 9,900 RNs annually, with this number slated to accumulate to 47,600 RNs by 2010 and 116,600 by 2020. In the first year of the Initiative, the Governor and his partners found ways to build educational capacity to graduate an estimated 10,900 RNs to the workforce by 2010.

Highlights of accomplishments in the first year include:

- Expansion of educational capacity in California Community Colleges through a \$90 million five-year public/private investment.
- Expansion of educational capacity in California State University baccalaureate and masters nursing programs.
- Opening of new University of California nursing programs at the baccalaureate, masters and doctoral levels.
- Creation of a nursing faculty loan assumption program to incentivize teaching.
- Development of rural clinical simulation laboratories to expand clinical education in medically under-served areas of the State.

A unique collaboration among government, higher education and industry leaders made these and other accomplishments possible. Recognizing that such a complex issue could not be addressed by one entity alone, the Governor created a Task Force comprised of Cabinet members and the leaders of California's public higher education systems. In addition, work groups operating under the direction of the Governor's Task Force, have met regularly since the inception of the California Nurse Education Initiative to continue to set direction, chart progress and identify needs for future change.

III. California Nurse Education Initiative Action and Results

The Initiative has focused on five key policy areas:

1. Expanding educational capacity in nursing programs
2. Recruiting and retaining nursing faculty
3. Forging public-private partnerships to address the shortage collaboratively
4. Developing new avenues to nursing careers
5. Identifying additional funding sources to support the Initiative

The achievements accomplished through the efforts of the Governor's Task Force and its partners in each of these key policy areas are listed below.

1. EXPANDING EDUCATIONAL CAPACITY IN NURSING PROGRAMS

The California Board of Registered Nurses Annual School Survey shows the following results over the past four academic years (2004-05 to 2007-08).

- Abbreviations of nursing degree programs:
 - ADN = Associate Degree in Nursing
 - ELM = Entry Level Masters Degree in Nursing
 - BSN = Baccalaureate Degree of Science in Nursing
 - LVN = Licensed Vocational Degree in Nursing
- 25 new nursing programs and one re-opened program, including:
 - Mission College - ADN
 - West Coast University (Orange) - ADN
 - California Baptist University - ELM
 - UCLA - ELM
 - CSU Dominguez Hills - ELM
 - CSU Fullerton - ELM
 - UC Irvine - BSN
 - UCLA - reopened BSN Program
 - CSU Northridge - Accelerated BSN
 - Concordia University - Accelerated BSN
 - Cal State San Marcos - BSN
 - CSU Channel Island - BSN
 - California Baptist University - BSN
 - American University of Health Sciences - BSN
 - Citrus College - ADN
 - U of Phoenix, Modesto - LVN to BSN
 - West Coast University - LVN to RN
 - Western Career College - LVN to RN
 - San Joaquin Valley College - LVN to RN
 - Mira Costa Community College - LVN to RN
 - Unitek College - LVN to RN
 - West Coast University, Orange - LVN to RN
 - College of the Siskiyous - LVN to RN
- There are currently 131 RN nursing programs in California
 - ADN 84 Programs
 - BSN 32 Programs
 - ELM 15 Programs
- 16.1% attrition rate (4.5% improvement over past four years)
- 2.7% improvement in on-time completions over past four years
- 76% of nursing programs use high fidelity simulation

Challenges in academic year 2007-08:

- 20,402 qualified applicants unable to gain access to programs
- 4.7% faculty vacancy rate or 172 positions

Increased Enrollment in Community College Nursing Programs

California Community College ADN programs account for 70% of the RN graduates in California. The Chancellor's office of the California Community Colleges has committed to expand enrollment by 45% by the end of academic year 2010-11 to meet the demand for nurses. As detailed below, community colleges have already increased enrollments by 48% since 2004-05.

The California Community Colleges expect to graduate approximately 2,800 additional RNs in the 2008-09 year and 3,500 additional RNs by 2010.

In 2005, the Governor launched a \$90 million public-private partnership between the State, the California Community Colleges and private industry to expand capacity. After a competitive bidding process, 19 California Community College nursing programs qualified for five-year grants. In 2007-08, \$5,798,086 of the funds allocated to the Community Colleges along with \$14,357,815 of matched funds (cash and in-kind) from the private partners were applied to these grants which will continue for the five year period. The positive outcomes to date include expansion in enrollment, as well as preceptor training, tutoring and National Counsel Licensure Exam (NCLEX) review programs. Participating colleges are expected to graduate a total of 2,400 additional RNs by the end of the fifth year.

Three types of grants were awarded to 19 Community Colleges to facilitate nursing education expansion. They are as follows:

- **Fostering Student Success** – Provides services to assist students at risk of failing a nursing program. Provides licensure exam preparation support, skills augmentation, and other services.
- **Expansion/Innovation** – Provides enrollment growth opportunities and offers support services to facilitate student success. Assists with licensing exam preparation. Addresses faculty recruitment and retention.
- **Healthy Community Forum** – Provides for expansion of existing ADN programs by increasing the number of clinical groups taught by the faculty at community colleges. This grant also provides services to identify students at risk of failing a nursing program and assists students with being successful.

The following chart displays the Community Colleges that received grants, including the type of grant received:

College	Grant
Long Beach City College	Fostering Student Success
Santa Monica College	Fostering Student Success
College of the Desert	Fostering Student Success
San Joaquin Delta College	Fostering Student Success
Saddleback College	Fostering Student Success
Mt. San Antonio College	Fostering Student Success
Pasadena College	Fostering Student Success
Sacramento City College	Expansion/Innovation
Santa Barbara College	Expansion/Innovation
Napa Valley College	Expansion/Innovation
Golden West	Expansion/Innovation
San Francisco College	Expansion/Innovation
Santa Ana College	Expansion/Innovation
Grossmont College	Expansion/Innovation
American River College	Healthy Community Forum
Butte College	Healthy Community Forum
College of the Sequoias	Healthy Community Forum
Mt. San Jacinto College	Healthy Community Forum
LA Harbor College/LA Southwest College	Healthy Community Forum

Expanded California State University Baccalaureate and Masters Degree Nursing Programs

California State University (CSU) plays an integral role in generating baccalaureate and masters prepared nurses, who make up the potential pool of nursing faculty. CSU has committed to increasing enrollment in baccalaureate and masters level nursing programs to meet the demand for nurses.

Within the baccalaureate and masters levels, the CSU has 68 different programs leading to nursing degrees. Nineteen CSU campuses offer nursing degree programs, and CSU Monterey Bay is completing a feasibility study for development of a BSN program.

In 2007-08, 5,185 students were enrolled in the CSU undergraduate BSN programs and 1,659 were enrolled in the masters of science (MSN) nursing program.

A total of 2,112 students graduated from CSU with nursing degrees in 2007-08. 1,929 students graduated with a baccalaureate degree in nursing, which is an increase of 169 additional graduates from the preceding year. A total of 183 students graduated with a masters degree in nursing.

Supporting Ease of CCC-to-CSU Transfer

Through the Lower-Division Transfer Pattern project, California Community College students become eligible for lower-division transfer into a pre-nursing major after completing 29-34 units of specified general education and pre-major coursework.

CSU nursing faculty, under the direction of Academic Affairs, are examining the requirements for California Community College ADN degrees and for CSU RN-to-BSN degrees, working toward streamlining graduation requirements.

Campus highlights

CSU Chico's new LVN to BSN program has 28 students making progress toward their baccalaureate degree. The program was funded by the California Nurse Education Initiative through a Song-Brown award and through the Chancellor's allocation. The Song-Brown portion of the grant allowed admission of a fall 2009 cohort in addition to the cohorts scheduled to begin in alternate years.

The online MSN program is producing nurse educators, with 25 students in progress. Fifteen will be completing within the next year. The California Nurse Education Initiative provided funding for expansion of the campus' simulation center.

CSU Dominguez Hills' 2007 enrollments were up 12.5% in the RN-BSN and MSN programs. The campus received a grant of \$35,000 for a collaborative partnership with Santa Monica College to develop and implement an ADN-to-MSN Program to prepare future nurse educators.

The campus received a grant for \$200,000 from the California Nurse Education Initiative to expand enrollment in the RN-BSN, MSN and ELM programs, starting in spring 2009, and was awarded a federal traineeship grant to give stipends to MSN students. Through an additional grant from the California Nurse Education Initiative, the campus is partnering with the California Institute for Nursing and Health Care to offer a graduate-level course, "Teaching Clinical Nursing," which will be offered in the summer and again in the fall to prepare staff nurses for the role of clinical instructor.

CSU Fullerton has implemented two pre-licensure pathways at the masters and baccalaureate degree levels. The ELM program pathway began in fall 2007. The program is open to applicants who do not have an RN license. Fifty eight students from the initial cohort of 63 took the NCLEX examination in early 2009, and based on preliminary student self-reports, the first-time pass rate is projected at 92%. A second cohort of 60 students was admitted in fall 2008. One hundred fifty four additional students are projected to enroll in the 2009-10 ELM program.

The entry-level BSN pathway admitted the first students in fall 2008 and has a current enrollment of 46 students. Projected 2009-10 enrollment is 96 students. CSU Fullerton currently has more than 2,000 pre-nursing students.

The CSU Fullerton campus developed a model, state-of-the-art, high-tech simulation laboratory supported by over \$500,000 in private funding from Kaiser Permanente. Already in its second year of operation, CSU Fullerton has hosted numerous visitors to the simulation lab, faculty have provided consultation to help develop similar sites for other programs, and the campus has been selected as one of nine beta sites nationwide to evaluate the effectiveness of new technology in nursing education.

CSU Long Beach has partnership programs with the State of California, Long Beach Memorial Medical Center, Long Beach Veterans Administration Medical Center, and Hoag Hospital. Following is a brief overview of the additional BSN graduates resulting from the Governor's Nurse Education Initiative funding and the partnership programs.

1. The State of California has supported two cohort groups of Entry Level Masters (ELM) program students. From the first group, 44 Accelerated BSN students graduated and one entry-level masters (ELM) student has graduated. The second cohort group of 25 ELM general fund students has begun and is completing the BSN portion of their ELM program.
2. The partnership between CSU Long Beach and Long Beach Memorial Medical Center has contributed to 288 additional BSN graduates. Currently there are 238 students in the program pipeline.
3. The partnership with the Long Beach Veterans Administration Medical Center has contributed to 78 Accelerated BSN graduates. A group of 25 ELM students are currently enrolled in the masters portion of the ELM program. Students are expected to graduate in spring 2010 with an MSN degree and a teacher-preparation functional minor, and will be prepared to serve as Family Nurse Practitioners.
4. The Hoag Hospital partnership has resulted in 36 additional BSN graduates. Program retention rates have been consistently above 95%.

CSU Northridge graduated its first cohort of 16 Accelerated (second baccalaureate) BSN students in August, 2008. The students had a 100% pass rate on their first attempt at the RN license exam (NCLEX).

CSU Sacramento is celebrating its 50th year as a Division of Nursing and has this year re-structured its nursing curriculum and will be admitting 80 students each semester. CSU Sacramento nursing programs are scheduled to move into a new facility in spring 2010, which will provide space for a greater number of students.

Last year CSU Sacramento started an RN-to-BSN track within the BSN degree program. There has been great interest among prospective students, and as early as fall 2009 demand may outpace capacity. The campus has been awarded a Sacramento Employment Training Agency (SETA) grant to fund a cohort of ten students in their last semester at Sacramento City Community College to enter the CUS Sacramento RN-to-BSN program. The collaborative aim is to provide seamless articulation from ADN to BSN.

San Francisco State University's School of Nursing has received funding from the Gordon and Betty Moore Foundation to conduct a feasibility study on expanding the school's masters degree program. The study will also assess the effectiveness of the school's training programs on health care systems in general. The studies will be conducted by a consultant working with an advisory committee of medical professionals from Stanford/Packard, El Camino, Alta Bates and Sequoia hospitals and the School of Nursing. The study is expected to make SF State's hospital-university partnership a model for other educational institutions seeking to assess their markets and plan future programs.

The grant also supports increasing the student cohort size of the clinical nurse specialist program this fall. Classes are divided between clinical studies at a hospital and business management and administration course work on the SF State campus. The majority of nurses in the existing cohort are practicing at Stanford Hospital and Lucile Packard Children's Hospital (Stanford/Packard).

CSU San Marcos received a \$125,000 grant from the Governor's Nurse Education Initiative through the Song-Brown program to develop the Nursing Education option in the new masters degree nursing program. The campus will offer the new masters degree programs through the extended learning program and will prepare nurses to be faculty for nursing programs.

New and Expanded Nursing Programs Within the University of California

The University of California (UC) continues to demonstrate its commitment to graduate nurses in educational programs at its Irvine (UC Irvine), Los Angeles (UCLA) and San Francisco (UCSF) campuses, with ongoing planning for a new school of nursing at UC Davis. Collectively, these programs will help generate a significant number of Ph.D., masters and baccalaureate degree prepared nurses. UC remains focused on its role in training new nursing faculty and helping to educate the pool of baccalaureate-prepared students who will have the option to continue on for graduate studies in nursing.

In partnership with the Governor's Task Force, the University of California developed a multi-year system wide plan for expanding nursing enrollments, with implementation beginning in the Fall of 2006. In 2005-06 (baseline), UC enrolled 811 nursing students in its nursing programs. Beginning in 2006, UCLA reopened its undergraduate nursing program, and UC Irvine launched a new undergraduate baccalaureate degree program in nursing. Additionally, there was growth and expansion of masters degree level nursing programs at UCLA (new

entry level masters program) and UCSF (pre-licensure and traditional masters programs). By 2007-08, UC had increased nursing enrollments by 404 students, to a total system wide enrollment of 1,215 students, representing a nearly 50% increase over baseline enrollments.

UCLA will continue to expand both the post-licensure RN-BS-MSN program and the baccalaureate program which should reach steady state enrollment with 200 students in 2009-10, if growth continues as planned.

UC Irvine is planning new graduate programs at both the masters and doctoral levels, with initial implementation to begin with the masters degree program. In 2008, the UC system-wide Academic Senate approved UC Irvine's masters degree nursing program proposal. The campus anticipates enrolling its first class of 24 students in 2009, pending budget considerations. At full enrollment, UC Irvine's graduate nursing program will be able to accommodate 90 masters degree students and 85 doctoral students.

In July 2007, the Gordon and Betty Moore Foundation pledged \$100 million in founding support to launch a new school of nursing at UC Davis. In March 2009, the UC Regents granted formal approval for UC Davis to open this nursing school which will be called the Betty Irene Moore School of Nursing. Pending necessary program approvals and support, UC Davis anticipates admitting its first students in the masters and doctoral programs in Fall 2010, at the UC Davis Sacramento campus. The baccalaureate of science degree in nursing program is expected to follow. At maturity, the school plans to enroll a total of 456 students (56 PhD, 200 masters degree students, and 200 undergraduates).

Creation of Rural Regional Clinical Simulators

Clinical simulation laboratories are used as an adjunct to clinical education, providing nursing students with risk-free situations that simulate real-life medical experiences. The Administration and partners recognize the value of simulation labs in expanding educational capacity by creating more clinical education experiences for students. In particular, rural and medically under-served areas of the state can benefit from clinical simulation centers to provide greater access to clinical education opportunities.

A total of \$750,000 was allocated in the Fiscal Year 2005-2006 Budget to support the creation of at least three regional clinical simulation laboratories in rural areas of California. In June 2006, three grants in the amount of \$249,000 each were distributed to the following three sites:

- Rural Northern California Clinical Simulation Center
Partners: CSU Chico, Butte College, Enloe Medical Center, and Feather River Hospital
- Los Rios CCD - Sierra Community College Rural Nurse Simulator Project
Partners: Sierra Nevada Memorial Hospital, Sierra Community College

- Columbia College - Rural Nurse Simulation Project
Partners: Sonora Regional Medical Center, Columbia College and Modesto Junior College

The Statewide Simulation Alliance has expanded the multi-tier faculty training available to region simulation public-private partnerships all over California. The Governor's Task Force, the California Institute for Nursing and Healthcare, and the Board of Registered Nurses are working together with members of the Alliance statewide to expand the use of simulation in nursing education.

Expanded Educational Capacity in Medically Under-served Areas

Song-Brown Grants

An important component of the California Nurse Education Initiative is encouraging RNs to work in medically under-served areas of the state. As part of this effort, \$2.7 million was allocated to the California Healthcare Workforce Policy Commission in the Fiscal Year 2007-08 Budget to continue to provide resources to educate RNs through the Song-Brown grants, facilitated through the Office of Statewide Health Planning and Development. Song-Brown grants provide competitive funding to nursing education programs for support of faculty positions, specialty courses, and expansion of nursing education programs.

The \$2.7 million allocated in 2007-08 and awarded in February 2008 has resulted in the funding of 16 nursing programs. An estimated 106 additional nursing students will graduate in the Spring of 2010 and another 641 students will benefit from Song-Brown's Special Program funds that support NCLEX preparation, additional skills lab instruction, preparation of nurses as clinical instructors, and equipment purchases that will enhance the student's chance for successful program completion. In addition, five nursing faculty will be hired along with another five faculty receiving financial support which will increase the availability of nursing instructors and expand program capacity.

For a full list of the Song-Brown projects, please see [Appendix A](#).

Regional Health Occupation Resource Center

The Regional Health Occupations Resource Centers (RHORCs), through the California Community Colleges Economic and Workforce Development Program, have made efforts to expand capacity through the Welcome Back Centers which transition foreign-trained and English as second language (ESL) students into California nursing programs and professions. The RHORCs also provides support services to rural nursing projects and specialty projects such as the ongoing "Men in Nursing" program underway at the Maureen Coburn Church School of Nursing on the Monterey Peninsula, which is focused on recruiting and retaining men enrolled in the RN degree program. The partners host a statewide

annual event to share successful practices with other nursing education programs throughout California.

2. RECRUITING AND RETAINING NURSING FACULTY

Loan Assumption Program for Nursing Faculty

A shortage of qualified nursing faculty is one of the primary barriers to expanding educational capacity in nursing programs. To give nurses an incentive to teach, the Administration has established a loan assumption program for nursing students committed to becoming nursing instructors. The program, called the State Nursing Assumption Program of Loans for Education (SNAPLE), is administered through the California Student Aid Commission.

Applicants who meet the eligibility criteria must teach for three consecutive full-time years in an accredited RN nursing program in California, or five consecutive years part-time. Program participants would be eligible for up to \$25,000 in loan assumption benefits by the end of their committed teaching term. Money to fund SNAPLE is appropriated from the General Fund.

A total of 163 students have been admitted to the SNAPLE Nurse faculty program in the past two academic years. Loan assumption payments will commence after the completion of at least one academic year or the equivalent of full-time teaching nursing studies at one or more regionally accredited, eligible college or university.

A second component of the SNAPLE program is loan forgiveness for nursing students willing to work in a state operated facility for a period of time. Four applicants are enrolled in the SNAPLE state facility program. Loan assumption will commence after a program participant has completed one year of full-time employment.

Regional Faculty Training Programs

With the awareness that faculty education and recruitment is central to the solution for expansion of capacity in our nursing programs, The Governor's Task Force has worked to encourage and share information about current regional efforts being made to attract and educate our future nursing faculty. Some of the current efforts include:

- A collaboration between the San Joaquin Valley Nurse Education Consortium formed under the California Partnership for the San Joaquin Valley and the region's nursing education programs, 64 new clinical nursing faculty members have graduated in the past two years, with some graduates enrolling in masters degree programs to become full-time nursing faculty. Please see details about the Consortium on the following page.

- CSU San Marcos has developed an on-line and field work program entitled *Preparation of Clinical Nursing Faculty Certificate Program*.

3. FORGING PUBLIC-PRIVATE PARTNERSHIPS

Expanded Capacity in California Community Colleges – Partnership Grants

In June 2005, the Governor launched a public-private project to expand educational capacity in Community College nursing programs. This five-year \$90 million project provides funding to community colleges to:

- Provide more clinical education opportunities
- Reduce student attrition rates
- Recruit additional nursing instructors

The cost of this project is shared three ways between the State of California, Community Colleges, and industry leaders. Forming such a partnership created a greater impact and more sustainability. More information about this partnership is listed on page five under the Community College report.

San Joaquin Valley Nurse Education Consortium

In June 2005, Governor Schwarzenegger established the California Partnership for the San Joaquin Valley (Partnership), with representation spanning the inland region from Stockton to Bakersfield. One of the outcomes of the Partnership was the adoption of a Strategic Action Plan which included creation of the San Joaquin Valley Nurse Education Consortium (Consortium) to carry out specific mandates under the Partnership's Strategic Action Proposal. The Consortium is comprised of nurse leaders in service and education, the Hospital Council, regional workforce investment boards, and pipeline education leaders. A \$500,000 two year grant was awarded to the Consortium for the purpose of carrying out the following four objectives with measurable outcomes:

- Improve NCLEX scores and student retention in nursing programs.

The NCLEX pass rates have increased from 80% to 84.32% through the efforts of the Consortium members.

Between 2006 and 2008, the Consortium contributed to an increase of 441 more RN graduates in the Central Valley. This was due to a focus on improving NCLEX scores, providing tutoring support, professional development workshops, and expansion of the nursing programs.

- Increase faculty pool in San Joaquin Valley

San Joaquin Valley College and CSU Fresno developed a BRN-approved clinical faculty education program. Sixty-four graduates have completed

the program, with some students continuing on to earn their masters degree in nursing education.

- Establish a computerized clinical placement system

Working with the San Diego Nursing Education Consortium, the San Joaquin Valley Nursing Education Consortium implemented a Central Valley computerized clinical placement system in 2008. The on-line system indicates the availability of additional clinical education space at health care facilities, allowing programs to expand enrollments. Student background checks and faculty/student orientation guidelines are a standardized part of the program. Efforts are being made to include postings of open faculty positions and availability of faculty members.

- Expand distance learning nursing programs in the San Joaquin Valley

One-hundred-sixteen nursing students at Bakersfield College, Modesto Junior College, and West Hills College in LeMoore received academic assistance via distance education partnerships.

On-Line Competency Based Nursing Program

The California Board of Registered Nurses has approved the first in the nation on-line, pre-licensure nursing education program which will enroll its first students in July 2009. The \$11 million, innovative, public-private partnership between the State of California, the Robert Wood Johnson Foundation, Western Governors University, and participating hospitals, namely, the Hospital Corporation of America (HCA), Tenet Healthcare Corporation, Cedars-Sinai, and Kaiser Permanente, was established to develop an on-line, competency-based, BSN nurse education program in multiple states. Discussions are underway for development of this program in Texas, Florida, Utah, New Jersey, and other states.

The purpose of this project is to provide access to nursing school for rural and working students, as well as to students on waiting lists, as a complement to the traditional classroom nursing programs in California, helping meet the nation's continuing critical workforce shortage of skilled nurses.

Contributions for the on-line nursing program development include \$725,000 from the Robert Wood Johnson Foundation, \$1,000,000 from Western Governors' University, \$125,000 from the Tenet Healthcare Corporation, \$900,000 from California for California-related components of the pilot, and an \$8,500,000 in-kind contribution from HCA, Tenet, Cedars-Sinai, and Kaiser Permanente for the preceptor and clinical education portion of the program.

The key characteristics of this new multi-state nurse education system designed by the Western Governors University Nursing Education Committee includes:

- **A competency-based, online education system** based on the American Association of Colleges of Nursing (AACN) Essentials of Baccalaureate Education that covers prerequisites and theory courses for an accelerated RN baccalaureate degree.
- **An intensive new approach of mentoring/precepting clinical learning support system for all students** to ensure both knowledge and demonstrated competency required of a registered nurse.
- **Enhancement of the traditional in-person clinical experience** through competency based assessments and virtual simulation technology designed to stimulate critical thinking skills and organizational skills in caring for patients.
- **Access to clinical experiences** creating a net increase in student capacity utilizing the national footprint of the nearly 500 hospitals in the five participating organizations.

4. DEVELOPING NEW AVENUES TO NURSING CAREERS

Strengthened Nursing and Healthcare Pathways in High Schools

In 2006-07, the Governor's Task Force partnered with the California Department of Education (CDE) to strengthen health care career pathways in California's high schools. The primary goal was to prepare students for careers in nursing and other health care related professions. Funding was provided to ten health science pathway high schools to attend the California Health Science Educator's Institute.

In 2007-08, the partnership between the Governor's Task Force and the CDE continued and the California Health Science Educator's Institute hosted approximately 500 teachers, representing 37 health science pathways from throughout California. During the Institute, a team of facilitators were used to provide technical assistance to school site teams, representing grades 7-14. Participants completed health care career pathway assessments followed by strategic planning and development of implementation work plans.

The 2008-09 Institute will again partner with the California Nurse Education Initiative through the California Labor and Workforce Development Agency, California Workforce Investment Board and the CDE to host approximately 50 health science pathway school site teams, representing 600 teachers statewide, in Sacramento from June 29 through July 1, 2009.

California Health Science Pathway Grants

In 2006-07, the California Nurse Education Initiative allocated \$2.5 million to the CDE to fund secondary health science pathway efforts, focusing on grades 7-14. Seventeen sites were funded for a two year period through a competitive process intended to improve, expand, or develop health science pathways.

In 2007-08, the California Nurse Education Initiative allocated an additional \$2.5 million to CDE in partnership with the Governors Career Technical (CTE) Initiative, SB 70. Through a competitive process, 23 sites were awarded \$100,000 for one year to expand and develop health science pathways.

In the 2008-09 budget, the Administration has continued the program, awarding \$2.5 million to the six 2006-07 and 2007-08 school sites that are continuing to implement the health science pathways, plus six additional school sites. Two of the new sites have been chosen to participate in a Mental Health America, Los Angeles pilot program to implement workforce development criteria in the Mental Health Services Act, formerly know as Proposition 63, enacted in 2004.

Student Leadership in Health Care

Health Occupations Students of America (HOSA), a student organization whose mission is to develop leadership careers skills opportunities in health care and to enhance the delivery of compassionate quality health care to all people, has significantly increased membership as a direct result of funding from the Governor's Nurse Education Initiative. There are currently 77 HOSA Chapters in California, with expansion in the past two years from 1,250 students to 2,500 students.

For a full list of the California Partnership Academies and Health Science programs, please see Appendix B.

Partnering with the Military in Nursing Education

The Governor's Task Force has partnered with the Governor's Troops to College Initiative to promote education and careers in health care professions, including development of a Corpsmen to RN program for enlisted military stationed in California.

In 2007, the U.S. Department of Labor and Department of Defense allocated \$10.1 million in a Military Spouse Initiative to California for education and training of U.S. Navy and Marine Corp spouses in the San Diego region through two-year Career Advancement Accounts totaling \$6,000 per person. The participants will have completed a post-secondary certificate or academic program at the end of the two-year period. Healthcare professions, including nursing education, have been identified as a high priority for this project. Beneficiaries of these accounts

include currently enrolled nursing students who qualify for the Career Advancement Accounts.

Paramedics-to-RN Bridge Program

A feasibility study has been completed at the California Community Colleges examining the academic criteria of a bridge program for paramedics to enter into Community College RN programs with academic credit for training and experience. The Governor's Task Force is partnering with the California Community Colleges Chancellor's office to implement Paramedic to RN programs in California.

Four Year Applied Baccalaureate Degree Program

Santa Barbara City College conducted a feasibility study for establishment of a four year RN degree program at the California Community Colleges. Community college four year business and hospitality degree programs in Washington and Florida served as models for the study.

The Community College Chancellor's office is focused on collaborative agreements between the community colleges and CSU nursing programs, streamlining enrollment and articulation agreements between the two institutions.

Employment Training Fund Nursing Education Efforts

In 2007-08, in partnership with the Governor's Task Force, the Employment Training Panel provided funding to 22 programs in the amount of \$12.2 million to support nurse education, advancement of skills, and employment retention efforts in California. Over 4,900 registered nurses and licensed vocational nurses participated in the programs to advance their professional skills.

For a full list of projects, please see Appendix C.

5. IDENTIFY ADDITIONAL FUNDING SOURCES

The Governor's Task Force and regional partners in nursing education continue to explore additional funding for nursing education in California. As national and regional grants become available in nursing education, the information is relayed to academic programs and industry leaders statewide, so that the funds may be leveraged through collaboration. In addition, the Governor's Task Force works with national health care leaders to promote funding opportunities that contribute to the development of a highly skilled health care workforce in California.

Appendix A

Song-Brown Registered Nursing Education Program Funding Awards (February 7, 2008)

Program Name: **American University of Health Sciences**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 traditional BSN program students. Funds will be utilized to develop an outreach program to encourage underrepresented minority students to consider nursing as a career; develop a mechanism to support underrepresented minority students to graduation; and to be successful in passing the NCLEX.

Program Name: **Azusa Pacific University**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 traditional BSN/MSN program students. This funding will maintain the education access of non-traditional students in the Second Degree Program (SDPs) in Nursing. The SDPs consists of two accelerated programs; 1) the Second Careers and Nursing (SCAN) Program; 2) and the Early Entry into Nursing and Advanced Practice (EENAP).

Program Name: **California State University, Channel Islands**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 additional traditional BSN program students. This funding will support costs associated with educating students to be eligible to take the RN licensure exam and to qualify for the Public Health Nurse Certificate.

Program Name: **California State University, East Bay**

Award Amount: \$240,000

Purpose: The **capitation** award of \$240,000 will support 10 additional BSN nursing students. The program will be able to expand from 44 students to 54 nursing students in the 2008/09 academic year.

Program Name: **California State University, Fresno**

Award Amount: \$364,947

Purpose: The **capitation** award of \$240,000 will increase enrollment by 10 generic BSN students per year.

The **special program** award of \$124,947 will support two options; 1) a 30-hour distance delivered course to prepare RNs to become clinical instructors who will provide higher quality clinical experiences for students studying to become RNs in nursing education programs throughout the San Joaquin Valley; 2) and a 12-unit distance delivered post-baccalaureate Nurse Educator Certificate option.

Appendix A

Song-Brown Registered Nursing Education Program Funding Awards (February 7, 2008)

Program Name: **California State University, Long Beach**

Award Amount: \$87,457

Purpose: The **special program** award of \$87,457 will provide three strategies to assist students to be more successful in completing the program and passing the licensing exam on the first attempt. These strategies include; 1) provision of a faculty mentor and "Learning Coach" for at risk students; 2) provision of NCLEX review courses for all students; and 3) expansion of the education track within the Master's level curriculum for clinically oriented staff nurses who are teaching clinical sections of the existing generic nursing program.

Program Name: **College of the Canyons**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 10 additional ADN students and employ 2 skills lab coordinators.

Program Name: **College of the Siskiyous**

Award Amount: \$80,000

Purpose: The **capitation** award of \$80,000 will support 4 additional ADN students. Funds will support faculty and staff salaries, pay for recruitment expenses for students and faculty, purchase nursing program supplies, and provide for travel expenses.

Program Name: **Copper Mountain College**

Award Amount: \$80,000

Purpose: The **capitation** award of \$80,000 will support 4 additional ADN students. Funding will improve the skills lab environment to increase the quality of simulation used as a learning enhancement tool and fund costs of Assessment Technologies Institute materials for Registered Nursing Program students.

Program Name: **Dominican University of California**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 additional BSN students. Funds will support staffing to strengthen the number of clinical offerings available at alternate clinic sites located in nursing shortage areas of Alameda and San Francisco counties and enhance placement and counseling services for the BSN nursing student graduates to encourage practice in areas of unmet need.

Appendix A
Song-Brown Registered Nursing Education Program
Funding Awards
(February 7, 2008)

Program Name: **Fresno City College**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support instructional and administrative costs for 10 additional ADN students who will be enrolled in the 2008 fall semester.

Program Name: **Grossmont College**

Award Amount: \$125,000

Purpose: The **special program** award of \$125,000 will be used to improve the Welcome Back Center program in the following three ways; 1) review the current NCLEX Review Course curriculum to determine how it can be made more effective; 2) create a new NCLEX ESL Review Course; and 3) create a new NCLEX Review Course designed specifically for the Accelerated Associate Degree of Nursing RN program for advanced healthcare workers.

Program Name: **Los Angeles County College**

Award Amount: \$287,500

Purpose: The **capitation** award of \$200,000 will support 10 additional ADN students. The program will expand critical support services, such as tutoring and coaching, which will support improved retention for ten at-risk minority students facing academic or personal challenges.

The **special program** award of \$87,500 will continue the programs "Designed to Succeed" NCLEX Review Program.

Program Name: **Merritt College**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 10 additional ADN students. The program will hire an additional full-time faculty person in order to add additional sections to the curriculum. The funds will also be used to pay regular faculty for extra service work related to the additional sections and provide additional student support.

Program Name: **Mount St. Mary's College**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 traditional BSN students. Funds will be used to hire an additional faculty position to absorb a portion of the increased teaching time and to provide additional personalized attention to the expanded student body.

Appendix A
Song-Brown Registered Nursing Education Program
Funding Awards
(February 7, 2008)

Program Name: **National University**

Award Amount: \$84,000

Purpose: The **capitation** award of \$84,000 will support 3.5 additional BSN students. Funds will support the existing BSN Nursing Program by adding additional equipment and services to the recruitment of tutors, full-time staff for the campus clinical laboratory and more comprehensive use of the current standardized testing system.

Program Name: **Riverside City College**

Award Amount: \$273,046

Purpose: The **capitation** award of \$200,000 will admit an additional 10 traditional ADN students in fall of 2008. A new faculty member will provide a combination of instructional and counseling/remediation services to these students.

The **special program** award of \$73,046,000 will support the testing and evaluation of the efficacy and viability of Assessment Technologies Institute's (ATI) retention/remediation products for all nursing students.

Program Name: **Victor Valley Community College**

Award Amount: \$80,000

Purpose: The **capitation** award of \$80,000 will support 4 additional ADN students. Funding will provide new program materials and the development of additional programs.

Appendix B

California Partnership Academies and Health Science Programs

2007-2008, California Partnership Academy Projects
Arroyo High School (San Lorenzo)
Hogan High School (Vallejo)
Irvington High School (Fremont)
Laguna Creek High School (Elk Grove)
Southwest Senior High School (San Diego)
Vista del Lago High School (Moreno Valley)
Carson Senior High School (Carson)
2008-2009, California Partnership Academy Projects
Cathedral City High School (Cathedral City)
Elk Grove High School (Elk Grove)
James C. Enochs High School (Modesto)
Palm Springs High School (Palm Springs)
Sequoia High School (Redwood City)
2007-2008, Health Science California Partnership Academies
Elizabeth Learning Center (Cudahy)
Jordan High School (Long Beach)
East Bakersfield High School (Bakersfield)
Dana Hills High School (Dana Hills)

Health Science Capacity Building Funded Projects 2006-2009
2006-2008, 17 Sites at \$150,000
Apple Valley High School (Apple Valley)
Bassett High School (La Puente)
Casa Grande High School (Petaluma)
Cathedral City High School (Riverside)
Clear Lake High School/Lake Co ROP (Lakeport)
Galt High School (Galt)
Health Sciences High & Middle College (San Diego)
Imperial Valley ROP (El Centro)
North Orange County ROP – Savanna High School (Anaheim)
North Salinas High School (Salinas)
Pacifica High School (Ventura)
Ronald E. McNair High School (Stockton)
San Dieguito Academy High School (Encinitas)
Southwest High School/ Sweetwater ROP (Chula Vista)
Tulare Joint Union High School (Tulare)
Valley Center High (Valley Center)
Wallenberg High School (San Francisco)

Appendix B

California Partnership Academies and Health Science Programs

2008-2009, 24 Sites at \$100,000
Andrew Hill High School (San Jose)
Cerritos High School (Cerritos)
Dinuba High School (Dinuba)
Dozier-Libbey High School (Antioch)
East Bakersfield High School (Bakersfield)
El Dorado High School (Placerville)
Fontana High School (Fontana)
Manteca High School (Manteca)
Kern Resource Center – Kern Unified School District (Bakersfield)
NOCROP/ Esperanza High School (Anaheim)
Nordhoff High School (Ojai)
Oakmont High School (Sacramento)
Oxford Academy (Cypress)
Red Bluff High School (Red Bluff) funded Oct 2008 from 2007/08 budget year
Serrano High School (Phelan)
Sherman E. Burroughs High School (Ridgecrest)
Southwest High School (El Centro)
Stockdale High School (Bakersfield)
Sultana High School (Hesperia)
Upland High School (Upland)
Venture Academy (Stockton)
Vista del Lago High School (Moreno Valley)
Washington Union High School (Fresno)
Additional 2008-2009, 5 Sites at \$50,000
Arthur A Benjamin Health Professions High School (Sacramento)
California Academy of Math and Science (Long Beach)
Palm Springs High School (Palm Springs)
Life Academy (Oakland)
Narbonne High School (Harbor City)

Appendix C

Employment Training Panel Nursing Projects (July 1, 2007 to June 30, 2008)

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	In Kind Contribution
A. Registered Nurses and Licensed Vocational Nurses					
AHMC Healthcare Whittier Hospital Medical Center	\$223,668	59	Los Angeles	Hospital will train nursing & medical technician staff in skills designed to improve patient care & upgrade employee job skills, addressing shortage of trained health care staff. Preceptor method of clinical training.	\$247,408
AHMC Healthcare, Inc. dba Monterey Park Hospital	\$277,488	82	Los Angeles	AHMC will provide Advanced Tech and other clinical skills courses to registered nurses.	\$370,956
AHMC San Gabriel Valley	\$370,800	200	Los Angeles	Hospital is expanding to serve growing senior population and upgrading its systems. Training of current and new employees includes business, commercial & computer skills, and advanced tech for 200 RNs and 42 medical staff.	\$515,500
Alhambra Hospital Medical Center, L.P.	\$403,560	190	Los Angeles	AHMC will provide Advanced Tech courses to nurses & technical staff, to enable them to operate medical equipment and work with trauma patients in the emergency room, as well as working with oncology, cardiovascular, stroke and surgical patients. Preceptor method of clinical training.	\$514,957
Alvarado Hospital, LLC	\$338,400	235	San Diego	Training will address shortage of nursing jobs at hospital, and upgrade skills of RNs through specialized (advanced tech) training. Hospital is newly purchased with low morale, and needs to become high performance workplace - supported by union.	\$543,585
Bakersfield Heart Hospital	\$267,750	125	Kern	47 bed cardiovascular facility will train RN's, technical and other medical staff in Business, Commercial Skills, Computer Skills, & Advanced Technology in this high unemployment area. 125 RNs to receive Advanced Tech.	\$489,113
Doctor's Hospital of West Covina	\$62,208	64	Los Angeles	Doctor's Hospital is a community hospital offering services for general inpatient medical and surgical care and outpatient surgery. Project will train RNs, LVN, Technicians and Business Office Staff. Due to nursing shortage, they have recruited many inexperienced nurses and require training to close skills gaps. Training will use preceptor method of clinical training, and advanced technology.	\$182,314
Good Samaritan Hospital, a California Limited Partnership	\$274,680	140	Kern	Training for Registered Nurses and LVNs in area of high unemployment.	\$390,320
Mountain View Child Care Inc., dba Totally Kids	\$499,392	408	San Bernardino, Los Angeles	The contractor operates long-term care facilities for developmentally disabled children dependent on around-the-clock medical care. RNs and LVNs, along with other staff are being trained in Advanced Tech (clinical preceptor training), Business, Commercial, Computer and Continuous Improvement Skills.	\$520,200
New Way Services Inc.	\$9,568	8	Contra Costa	Job 1 is meant to train 8 RN & LVN nurses earning high wages in Advanced Tech, Business, Commercial Skills & Continuous Improvement. Jobs 2 & 3 are Mental Retardation Professionals, Quality Assurance Coordinators, Program Leaders & Instructors.	\$55,150
Northern California Rehabilitation Hospital	\$198,000	95	Shasta	Training for nurses & medical staff in Business, Advanced Tech, Commercial & Computer Skills will address the critical training need for nurses in a "health professional shortage area". Job 1 will upgrade 15 New Graduate RNs; job 2 will upgrade 80 RNs; job 3 trains 50 CNAs & Nurse Aides; while job 4 trains 22 Therapists, Patient Care Techs, Clinical Quality Assistants, Clinical Liaisons, and other medical staff.	\$419,489
Orange County, Inc. dba Kindred Healthcare Westminster	\$394,254	447	Orange, Los Angeles	Kindred Health will train nursing staff (LVNs, RNs and Nursing Supervisors) in advanced nursing skills designed to improve patient care, and help move the company towards high performance.	\$592,166

Appendix C

Employment Training Panel Nursing Projects (July 1, 2007 to June 30, 2008)

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	In Kind Contribution
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A. Registered Nurses and Licensed Vocational Nurses

PAMC, Ltd. Dba Pacific Alliance Medical Center	\$240,300	150	Los Angeles	Hospital is limited partnership serving local Chinatown community and surrounding area residents. Project will train 150 LVN and RN nurses and 18 medical staff in Business, Computer Skills and Advanced Tech using preceptor method.	\$385,286
Prime Healthcare Services, Inc.	\$750,060	422	Orange, San Diego, San Bernardino, Los Angeles	Prime Healthcare operates 8 hospitals in southern California. Proposal addresses critical training needs for RNs and LVNs at Desert Valley Hospital in Victorville, Chino Valley Medical Center, Sherman Oaks Hospital, Montclair Hospital, La Palma Hospital, West Anaheim Medical Center, Paradise Valley Hospital in National City, & Huntington Beach Hospital.	\$835,000
Shasta Regional Medical Center, LLC	\$494,262	339	Shasta	Center will train Graduate Nurses, LVNs and RNs in clinical-preceptor training, and is supported by United Public Employees, Local 792.	\$743,688
Southern California Permanente Medical Group	\$693,000	700	Statewide	Kaiser is training RNs and other medical staff in Computer and Commercial Skills, and Continuous Improvement, addressing the nurse shortage.	\$1,900,000
Tenet Healthcare Corp	\$894,240	620	Orange, Riverside LA	Tenet proposes to train RNs in advanced nursing skills designed to improve patient care and to help move the company towards a high performance workplace. Preceptor method of clinical training used.	\$2,235,210
Vista Healthcare, LLC	\$298,188	251	Riverside, San Bernardino	Both hospitals are new, start-up facilities in need of developing a core team of qualified staff. Vista is challenged with aligning staffing levels in even manner & providing quality patient care when faced with critical shortage of nurses, who often lack essential specialty nursing skills. Advanced nursing training is critical for these LVNs and RNs.	\$394,356
West Hills Hospital & Medical Center	\$496,800	300	Los Angeles	Hospital will train nurses & technical staff in new technology and quality initiatives to increase business and provide optimum service to the community. Registered nurses and technicians are SET frontline workers.	\$792,620
Subtotal Nursing (RN & LVN) Project Activity:	\$3,866,850	2,782	20 Contracts		\$7,286,160

B. CNA to LVN

Los Angeles College of Nursing	\$381,492	36	Los Angeles	College proposes to upgrade CNAs to LVN using preceptor training methods. Amendment: added new job #2 = phase - doubled amount and trainees	\$0
Franklin Career College	\$550,500	50	San Bernardino, Los Angeles	Nurse pilot project to upgrade CNAs to LVNs using preceptor training.	\$170,360
Riverside County Economic Development Agency	\$495,450	45	Riverside, San Bernardino	This pilot project will train CNAs to upgrade to LVN nurses, in response to the skilled nursing shortage.	160, 539
CNA TO LVN TOTAL Project Activity:	\$1,427,442	131	3 Contracts		\$170,360

TOTAL (CNA to LVN + Nursing) Project Activity:	\$5,294,292	2,913	23 Contracts		\$7,456,520
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